

Refocused DLAMP



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D E F E N S E
LEADERSHIP
★ ★ ★ ★ ★ **AND** ★ ★ ★ ★ ★
MANAGEMENT
P R O G R A M

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July 2002

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DLAMP – Intended Outcome

DLAMP is the education pillar of the Secretary of Defense civilian leader development process that, when combined with increasingly responsible assignments and other developmental experiences, prepares individuals for senior leadership positions in a joint environment.

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USD(P&R) memo, 12/21/01:

- Uphold original tenet – *we need to develop highly capable senior civilian executives with a joint perspective on managing the Department's workforce and programs*
- Refocus and streamline the program in line with the Department's new strategic direction for civilian human resources management
- Make the program more flexible, cost-effective, and efficient in meeting short- and long-term requirements for highly capable civilian leaders

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Program Elements - Formal Education

- Participants without an advanced degree may earn a master's degree through:
 - A PME program that confers an accredited degree, or
 - An accredited university (in their local area or on-line)
 - Full-time study (100 competitive fellowships)
 - Part-time study
- Participants with an advanced degree may attend up to 6 graduate courses in business management and public policy areas
 - Participant and supervisor will assess need
 - Participant will enroll at an accredited university (local area or on-line)
 - DLAMP will administer and fund attendance

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Program Elements – Professional Military Education

- Provides DLAMP leadership component
- Provides a thorough education in national security policy, studies, and decision-making
 - Foundation program at NDU School for National Security Executive Education (SNSEE)
 - 2 courses in leadership
 - 3 courses in national security
 - Stand-alone courses taught in two-week blocks
 - Senior-level PME
 - Resident
 - Non-resident

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Other Elements

- **Backfill**

- Provided for 25 percent of students on long-term training
- Applies to resident PME and full-time education fellowships

- **Rotational assignments**

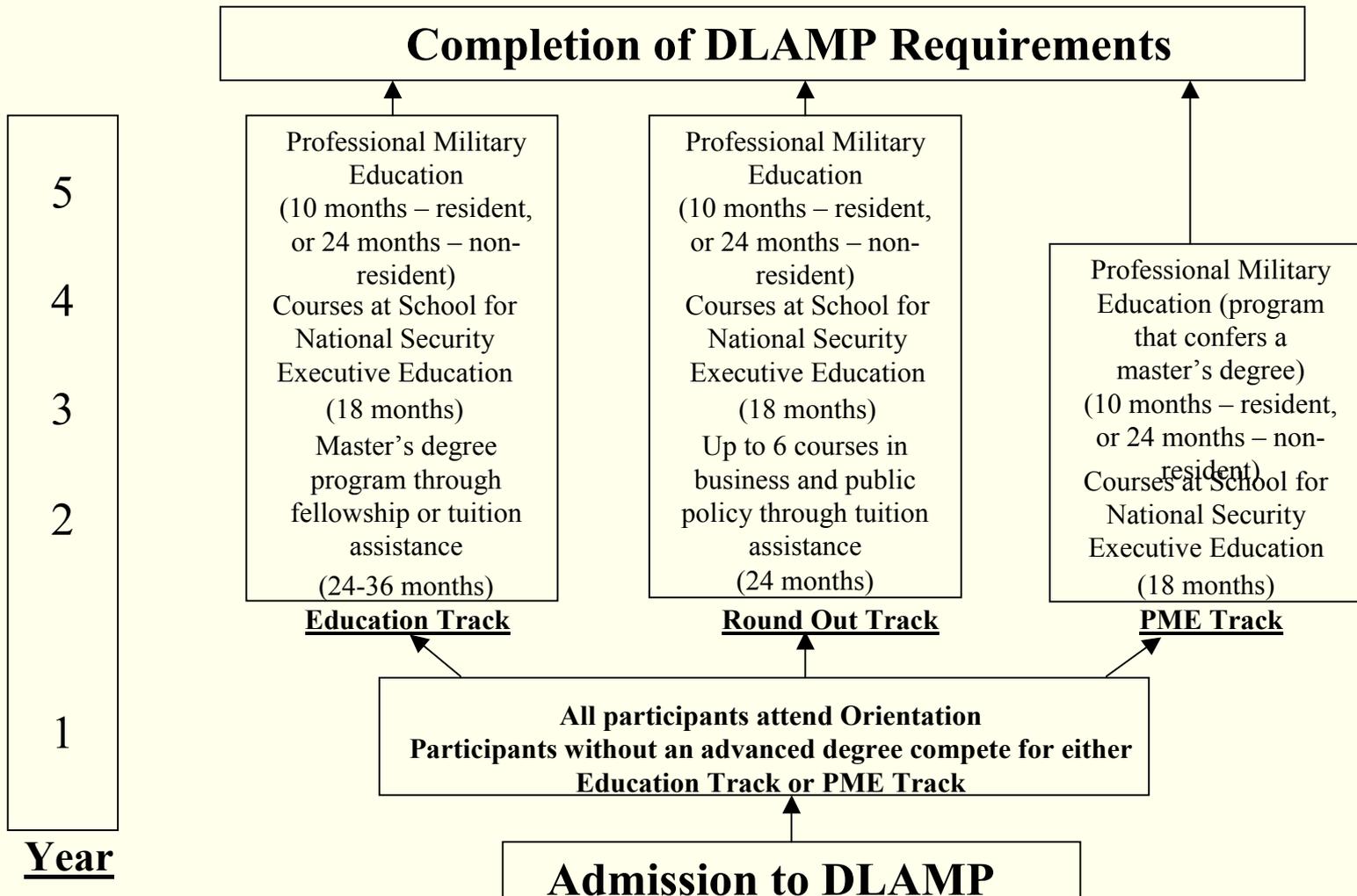
- Encouraged (Component option)
- Not funded by DLAMP

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DLAMP Progression Model



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Transition Actions – Completed

- Within 30 days of USD(P&R) decision:
 - Announce refocused program
 - Postpone intake of Class of 2002
 - Begin assessment of participant status against program changes
 - Work with current DLAMP consortium universities on transition
- Within 60 days:
 - Draft revisions to DoD Directive 1430.16, “Defense Leadership and Management Program (DLAMP),” dated April 11, 1997
 - Terminate existing graduate course contracts and solicitation for master teaching contract

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Transition Actions – Completed (2)

- Within 90 days:
 - Nominate participants for 10-month PME programs (Academic Year 2002-2003)
 - Draft detailed policies and procedures for refocused program elements
 - Assess status of current participants against new requirements
 - Place participants into appropriate DLAMP track based on prior education and program accomplishments to date
 - Identify participants who have completed program requirements
 - Conduct individual assessment and counseling sessions
 - Process any voluntary withdrawals

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Assessment of Current Participants

- **Total Current Participants (1,098)**
- **Education Track (175):**
 - Need bachelor's degree – 7
 - Need master's degree – 175
- **PME Track (432):**
 - PME participants for Academic Year 2002-2003
 - Resident – 88
 - Non-resident – 27
 - Need PME – 317
- **Round-Out Track (370)**
- **Potential Candidates for Completing Requirements (121):**
 - Eligible by Jun 02 – 114
 - Eligible by Nov 02 – 7 (in process rotational assignment)

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Admission of Future Classes

Class of 2002

- Delay intake until key program elements are in place and current participants are transitioned to new program
- Reaffirm nominees under new program requirements
- Obtain Council ratification – June (Completed – 274)
- Hold orientation – August

Class of 2003 and Beyond

- Manage application and selection panel process
- Announce next nomination cycle (open for 90 days)

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Next Steps

- Complete assessment of current participants against new requirements
 - Complete individual assessment and counseling sessions
 - Obtain a revised Individual Development Plan from each participant
- Recognize participants who have completed program requirements
- Publish revised policies and procedures
- Conduct orientation for Class of 2002; provide new participant counseling
- Announce master's degree programs; identify participants

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Next Steps (2)

- Commence tuition assistance
- Commence NDU Leadership and National Security Studies classes
- Initiate recruitment of next class
- Implement annual plan for 2003 and following years